

**POLICE CHIEF  
STUDY GUIDE**

A written examination for the class of **POLICE CHIEF** to be administered in **BASTROP** on **MARCH 25, 2015**, will consist of approximately **120** multiple-choice questions. The examination will test your knowledge in the following subject areas:

<b>SUBJECT AREA/KNOWLEDGE</b>	<b>APPROXIMATE % OF EXAM</b>
<b>POLICE ADMINISTRATION</b>  Knowledge of the principles of effective police service administration, involving management theory and organizational behavior, planning and research, productivity evaluation, risk management, establishing a system for internal departmental controls; financial management; and managing equipment, property, and supplies.	32.5%
<b>PERSONNEL MANAGEMENT/EMPLOYEE RELATIONS</b>  Knowledge of accepted practices in personnel management and of the procedures for developing and maintaining an effective employee relations program, including recruitment and selection, performance evaluation, grievance resolution, and applicable provisions of civil service law.	14.2%
<b>INFORMATION MANAGEMENT / WRITTEN COMMUNICATIONS</b>  Knowledge of effective information management practices, including establishing policy for and overseeing a system for the preparation, control, and retention of records; and knowledge of the information gathering process and compilation of data into an effective format for correspondence, reports, or other formal department communications.	6.7%
<b>CRIME PREVENTION &amp; COMMUNITY/PUBLIC RELATIONS</b>  Knowledge of the procedures involved in developing and conducting a crime prevention/community relations program to address specific community needs; and public speaking. Knowledge of effective public relations practices which foster a positive public image of the department through contact with the media, other agencies, and the public.	10.8%
<b>SUPERVISION</b>  Knowledge of the practices and techniques used in effective supervision in order to plan, organize, direct, and evaluate the work of subordinates, to resolve conflicts and to maintain discipline.	21.7%

SUBJECT AREA/KNOWLEDGE	APPROXIMATE % OF EXAM
<b>LAW ENFORCEMENT MANAGEMENT</b>  Knowledge of the procedures for managing and developing policy for the various law enforcement operations of the department, including criminal investigations, special operations, and juvenile management.	14.2%

### REFERENCE LIST

While the entire list of reference material will be useful to you in your preparation for the upcoming examination, the **majority** of test questions are written from those references listed under the Primary List.

### PRIMARY REFERENCE MATERIAL

**EFFECTIVE SUPERVISORY PRACTICES/Better Results Through Teamwork**, 777 North Capitol, Washington, DC 20005, 4th ed, 2005. (NOTE: May also be obtained through **LSU Firemen Training Program**).

**SUPERVISION OF POLICE PERSONNEL**, Iannone N. F., Prentice - Hall, Inc.(Series in Criminal Justice), Englewood Cliffs, NJ 07632, 6th ed., 2001.

**POLICE ADMINISTRATION**, Wilson, O. W. and McLauren, Roy C., McGraw-Hill Book Co., New York, N. Y., 5th ed., 1997.

**FUNDAMENTALS OF CRIMINAL INVESTIGATION**, O'Hara, Charles E., Charles C. Thomas Publisher (Bannerstone House), 2600 South First Street, Springfield, IL 62794-9265, 7th ed., 2003.

**LOCAL GOVERNMENT POLICE MANAGEMENT**, (Municipal Management Series), International City Management Association (ICMA), 1120 G St., N.W., Washington, DC 20005, 4th ed., 2003.

**EFFECTIVE PUBLIC RELATIONS**, Cutlip, Scott M./Center, Allen M./Broom, Glen M., Prentice-Hall, Inc., Englewood Cliffs, NJ 07632, 8th ed., 2000.

**MANAGEMENT POLICIES IN LOCAL GOVERNMENT FINANCE**, International City/County Management Association (ICMA), 777 N. Capitol Street NE, Suite 500, Washington, D.C. 20002-4201, 5th ed., 2004.

The local civil service board should make this study guide available to all applicants in whatever manner the board deems appropriate.

While there are no provisions requiring this office to provide study guides for any competitive or promotional examinations, such material will be provided as a service to assist applicants in preparing for an examination. The State Examiner's office has no control whatsoever over the local availability of reference material (mentioned in the study guides), nor do we feel constrained to limit examination questions to only that material which is available locally. Examination content, weighting of subject areas, and length of examination, may vary with each administration of an examination to reflect any updated job analysis information. Percentages and numerical estimations are provided as approximations.